



CITY OF TUCSON

Transforming Organizational Culture

THIS CULTURE MAP
DEFINES THE VISION,
MISSION, AND ULTIMATELY
THE PRIORITIES
FOR THE CITY OF TUCSON.

THE CULTURE MAP CREATES THE
FOUNDATION FOR STRATEGIC
PLANNING AND ACTION AND
GUIDES THE POSITIVE
TRANSFORMATION OF
ORGANIZATIONAL CULTURE
BY OUTLINING THE
COMMITMENT THAT LEADERSHIP
MAKES TO ITS EMPLOYEES
AT ALL LEVELS,
IN ALL DEPARTMENTS
AND IN ALL LOCATIONS
THROUGHOUT
THE ORGANIZATION.

OUR WORK ENVIRONMENT

OUR MAJOR GUIDING PRINCIPLE

OUR PRIORITIES

OUR VISION

Tucson – The Destination for Sustainable Living, Growth and Opportunities

OUR MISSION

Deliver Exceptional Service to the People of Tucson

OUR VALUES

Collaboration • Integrity • Excellence • Respect

OUR PHILOSOPHY

Prepare Tucson for the future Safety, Well-Being, Transparency and Civility first.

Take pride in maximizing value to our community. Protect and serve our community with compassion and passion. Be flexible and create an inspiring place to work - hiring, developing and promoting the best. Build public confidence in government leadership through great stewardship. Build a strong community while respecting our history, culture, and environment. Lead Tucson's Economic Development as a partner in wealth creation and prosperity. Create fiscal, social and environmental sustainability

Accountability • Laboratory for Innovation • Continuous Improvement
Open, Honest and Productive Communication

One City... One TEAM
(Tucson Empowers And Motivates)



- Excellent Customer Service
- Stable Financial Environment
- Employee Focused Organization
- Smart City Focus